

## Strategies for Managing Change

### Washington State Employee Assistance Program

Olympia (360) 753-3260 ○ Seattle (206) 281-6315 ○ Spokane (509)

#### *Identify Support Systems*

	Strong Support	Sometimes Support	Source of Stress
Spouse or partner	_____	_____	_____
Extended Family	_____	_____	_____
Children	_____	_____	_____
Friends	_____	_____	_____
Neighbors	_____	_____	_____
Physical Health	_____	_____	_____
Psychological Health	_____	_____	_____
Faith	_____	_____	_____
Finances	_____	_____	_____
Job	_____	_____	_____
Commute	_____	_____	_____
Other _____	_____	_____	_____

#### *Explore Control vs. Influence*

**Control = What you have direct and complete power to change**

**Influence = What you have indirect and partial power to change**

- What do I have control over at this point?
- What can't I control?
- What do I have influence over at this point?
- What can't I influence?
- What am I unsure about?

#### *How Can I Minimize the Negative Impact of Change?*

- **Communicate** during times of major transition.
- **Educate** yourself and your loved ones on the nature of stress and how to cope with it.
- **Develop** opportunities for increasing your social support.
- **Strategize** by touching our worst fears (dragons) and plan from this worst-case scenario. Then develop a best-case scenario.
- **Seek** resources to guide you in making the best personal and/or career decisions.
- **Create** a long-term vision of where you want to be in your personal and professional life.

